

City of Milwaukee Group Life Insurance (GLI) Proposed Changes for General City employees and retirees

Frequently Asked Questions (FAQ) (additional questions to be added) April 5, 2013

1. Will all active and all retired employees be required to **sign paperwork** to enroll in the base and/or supplemental amount of GLI?
Yes all active general city employees and all retirees under 65 will be required to sign up for Group Life Insurance (GLI) during their enrollment period. Failure to sign up for the benefit will result in the member waiving their ability to receive any GLI benefit.
2. Can members complete an **on-line sign up** or on-line signature?
No, not at this time.
3. Will **retirees over 65** need to reapply for GLI?
No, they benefit will not change and they will not need to reapply.
4. Is there a 30 day wait or 6 month waiting period for GLI for **new employees**?
New employees have a 6 month waiting period to enroll for the base amount and the supplement.
5. How much “**base GLI**” will full time active general city employees be eligible for?
The proposal is to provide \$50,000 in GLI for active general city employees.
6. How much “**supplemental**” will full time active general city employees be eligible to enroll in?
The supplemental will be in addition to the base amount. The cost will be based on age-banded rate. It can be at 100%, 150%, 200%, 250% or 300% of their salary, not to exceed \$300,000.
7. Are **seasonal employees** eligible for GLI?
Seasonal employees are not eligible for GLI until they become regular employees – after 2080 hours of work. They then become eligible for the base amount and have 30 days to enroll in a supplement. If a “regular” seasonal employee is on layoff, that employee is responsible for any base amount or supplement while they are on lay off.
8. Are **part time employees** eligible for GLI?
Employees in a 30 hour per week position are eligible for base GLI and are eligible to enroll in a supplemental amount after 12 months of employment.
9. Are **police cadets and fire cadets** eligible for group life insurance?
Yes they the same as other active general city employees, after six months of service.
10. Are employees on sick leave, FMLA or other **extended leaves of absence** eligible for GLI?
If an employee is on a paid leave, they are eligible for GLI base and supplement. If an employee is an unpaid leave for more than 30 days, they will be responsible for the any premium for the base and supplement plan. The benefit will drop until they return to work if they chose not to make the payment.
11. Are **Police Service Specialists (PSS)** eligible for GLI?
If the PSS is retired from the City of Milwaukee they are not. If they are not a retiree they are eligible for GLI the same as any other general city employees.

12. Are there “**qualifying enrollment events**” that allow an employee to add a spouse or children outside of the initial enrollment?
Yes, the birth of a child or an employee’s marriage are qualifying events that would allow an employee to make a change.
13. How long is a **dependent child** eligible to be covered?
Dependent children can be covered until they turn 19, or until they are no longer a student.
14. Can a **retiree continue optional life coverage for spouse and children**?
Yes, a retiree can continue GLI for their spouse or child as long as the retiree has the supplement GLI for spouse and/or dependent children before retirement. Child coverage for a retiree covers the same rules as child coverage for active employee.
15. Is the GLI a **Section 125 program** that allows pre-tax deductions?
No it is not.
16. Will the City treat **active employees over 65** the same as other active employees?
Yes this is the intention of the City, they will be eligible for the base amount, and they can continue any supplemental amount.
17. Do current retirees have **access to peoplesoft/oracle** or similar self-service to determine how much GLI they currently have?
No they do not at this time.
18. How would current retirees get **information about their GLI**?
They would need to call the ERS Office at 286-23557. ERS administers the GLI benefit.
19. Are **sworn police and sworn fire management** treated the same as Local 215 and MPA/MPSO or the same as general city management?
Yes sworn police and sworn fire are treated the same as MPA and Local 215.
20. Are **duty and ordinary disability** members eligible for GLI?
Duty and ordinary disability members are eligible to request “waiver of premium for the base and supplemental amount from the vendor. If they are not granted a waiver of premium they will be treated the same as retirees under 65 assuming they have been granted duty or ordinary disability through ERS.
21. Will current **duty and ordinary disability** who are covered through “waiver of premium” be treated the same as they are now for purposes of GLI benefit?
Yes.
22. What happens when **ordinary and duty disability** members turn 65?
Current ordinary and duty disability members who are receiving 100% of their salary as under 65, will be eligible for 67% at 65 and 50% at 70.

New ordinary and duty disability members will be eligible for the base amount and eligible to pay for the supplement at age banded rates. They will be eligible for \$10,000 coverage paid by the City at 65.
23. Will changes be made to **Chapter 350** to incorporate these proposed changes?
After the proposal is approved by the Common Council and the Mayor.

24. Will new **older new hires** be treated different than younger new hires?
No, for purposes of the base amount all general city new hires will be treated the same. For purposes of supplemental active employees will pay based on age banded rates.
25. Will the City peoplesoft Oracle system be able to update salaries continuously?
Yes, it is expected any salary updates will be reflected rather than doing this just twice a year.
26. Can I call the Pension office (ERS Office) to get information about the proposed changes now?
No, the ERS office does not have any specific information. ERS is the administrator of the program. Any changes in the program need to be approved by the Common Council and Mayor. At this time the DER website will have a copy of the proposed changes in PowerPoint and will have a copy of this faq.
27. What communications will be used to share any changes with employees and retirees?
DER and ERS will work with the vendor for the GLI program to provide a variety of communication options, including direct mail and including on-site meetings.